

[illegible]

1. Pension a

[illegible]

1. Pension and medical aid

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2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MISA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

| Disclosure of Salaries, Allowances and Benefits | Ref | Number | Salary | Contributions | Allowances | Performance Bonuses | In-kind Benefits | Total package |
|--|------------|-----------|------------------|----------------|------------------|---------------------|------------------|-------------------|
| Rand per Annum | 10 | | | 1 | | | 2 | 3 |
| Councillors | 4 | | | | | | | |
| Speaker | 5 | 1 | 512 713 | | 71 808 | | | 584 521 |
| Chief Whip | | | | | | | | |
| Executive Mayor | | 1 | 479 662 | | 244 621 | | | 724 283 |
| Deputy Executive Mayor | | | | | | | | |
| Executive Committee | | 2 | 510 247 | | 111 911 | | | 622 158 |
| Total for all other councillors | | 11 | 2 255 346 | | 396 691 | | | 2 652 037 |
| Total Councillors | 9 | 15 | 3 757 969 | | 825 031 | | | 4 583 000 |
| Senior Managers of the Municipality | 6 | | | | | | | |
| Municipal Manager (MM) | | 1 | 991 956 | 241 207 | 180 000 | | | 1 413 163 |
| Chief Finance Officer | | 1 | 826 475 | 205 412 | 117 600 | | | 1 149 487 |
| Director Technical | | 1 | 828 712 | 158 489 | 120 000 | | | 1 107 201 |
| Director Corporate | | 1 | 871 626 | 166 170 | 72 000 | | | 1 109 796 |
| Director Community Service | | 1 | 727 662 | 181 534 | 192 000 | | | 1 101 196 |
| List of each official with packages >= senior manager | | | | | | | | |
| Total Senior Managers of the Municipality | 9 | 5 | 4 246 431 | 952 812 | 681 600 | | | 5 880 843 |
| A Heading for Each Entity | 7,8 | | | | | | | |
| List each member of board by designation | | | | | | | | |
| Total for municipal entities | 9 | | | | | | | |
| TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION | 10 | 20 | 8 004 400 | 952 812 | 1 506 631 | | | 10 463 843 |

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Free State: Xhariep(DC16) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2017

| Disclosure of Salaries, Allowances and Benefits | Ref | Number | Salary | Contributions | Allowances | Performance Bonuses | In-kind Benefits | Total package |
|--|------------|--------|------------------|----------------|----------------|---------------------|------------------|------------------|
| Rand per Annum | 10 | | | 1 | | | 2 | 3 |
| Councillors | 4 | | | | | | | |
| Speaker | 5 | | 616 000 | 17 520 | 27 720 | | | 661 240 |
| Chief Whip | | | | | | | | |
| Executive Mayor | | | 748 042 | 46 825 | 27 720 | | | 822 586 |
| Deputy Executive Mayor | | | | | | | | |
| Executive Committee | | | 1 547 842 | 12 548 | 55 440 | | | 1 615 829 |
| Total for all other councillors | | | 859 672 | 163 581 | 194 040 | | | 1 217 293 |
| Total Councillors | 9 | | 3 771 555 | 240 473 | 304 920 | | | 4 316 948 |
| Senior Managers of the Municipality | 6 | | | | | | | |
| Municipal Manager (MM) | | | | | | | | |
| Chief Finance Officer | | | | | | | | |
| List of each official with packages >= senior manager | | | | | | | | |
| Total Senior Managers of the Municipality | 9 | | | | | | | |
| A Heading for Each Entity | 7,8 | | | | | | | |
| List each member of board by designation | | | | | | | | |
| Total for municipal entities | 9 | | | | | | | |
| TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION | 10 | | 3 771 555 | 240 473 | 304 920 | | | 4 316 948 |

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
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|--|------------|----------|------------------|------------------|------------------|---------------------|------------------|-------------------|
| Rand per Annum | 10 | | | 1 | | | 2 | 3 |
| Councillors | 4 | | | | | | | |
| Speaker | 5 | 1 | 493 365 | 97 941 | 24 468 | | | 615 774 |
| Chief Whip | | | | | | | | |
| Executive Mayor | | 1 | 618 599 | 120 623 | 24 468 | | | 763 690 |
| Deputy Executive Mayor | | | | | | | | |
| Executive Committee | | 2 | 617 749 | 120 000 | 48 936 | | | 786 685 |
| Total for all other councillors | | | 2 608 468 | 429 636 | 930 828 | | | 3 968 932 |
| Total Councillors | 9 | 4 | 4 338 180 | 768 200 | 1 028 700 | | | 6 135 080 |
| Senior Managers of the Municipality | 6 | | | | | | | |
| Municipal Manager (MM) | | | 1 050 000 | 210 000 | 200 000 | 121 000 | | 1 581 000 |
| Chief Finance Officer | | | 950 000 | 130 000 | 150 000 | 54 000 | | 1 284 000 |
| Director: Community Services | | | 950 000 | 130 000 | 150 000 | 54 000 | | 1 284 000 |
| Director: Corporate Services | | | 950 000 | 130 000 | 150 000 | 54 000 | | 1 284 000 |
| Director: Technical Services | | | 950 000 | 130 000 | 150 000 | 54 000 | | 1 284 000 |
| List of each official with packages >= senior manager | | | | | | | | |
| Total Senior Managers of the Municipality | 9 | | 4 850 000 | 730 000 | 800 000 | 337 000 | | 6 717 000 |
| A Heading for Each Entity | 7,8 | | | | | | | |
| List each member of board by designation | | | | | | | | |
| Total for municipal entities | 9 | | | | | | | |
| TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION | 10 | 4 | 9 188 180 | 1 498 200 | 1 828 700 | 337 000 | | 12 852 080 |

References

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| Disclosure of Salaries, Allowances and Benefits | Ref | Number | Salary | Contributions | Allowances | Performance Bonuses | In-kind Benefits | Total package |
|--|------------|--------|-------------------|------------------|------------------|---------------------|------------------|-------------------|
| Rand per Annum | 10 | | | 1 | | | 2 | 3 |
| Councillors | 4 | | | | | | | |
| Speaker | 5 | | 574 895 | 82 128 | 20 868 | | | 677 891 |
| Chief Whip | | | 370 223 | 91 987 | 168 442 | | | 630 652 |
| Executive Mayor | | | 661 961 | 159 718 | 20 868 | | | 842 547 |
| Deputy Executive Mayor | | | | | | | | |
| Executive Committee | | | 2 107 505 | 447 746 | 920 313 | | | 3 475 564 |
| Total for all other councillors | | | 1 391 065 | 223 552 | 673 468 | | | 2 288 085 |
| Total Councillors | 9 | | 5 105 649 | 1 005 131 | 1 803 959 | | | 7 914 739 |
| Senior Managers of the Municipality | 6 | | | | | | | |
| Municipal Manager (MM) | | | 1 208 463 | | 36 000 | 169 185 | | 1 413 648 |
| Chief Finance Officer | | | 987 820 | | 30 000 | 159 227 | | 1 177 047 |
| Corporate services | | | 955 476 | | 18 000 | 133 767 | | 1 107 243 |
| LED & Plan Manager | | | 987 820 | | 18 000 | 133 868 | | 1 139 688 |
| EHS & DM Manager | | | 987 820 | | 18 000 | 133 868 | | 1 139 688 |
| List of each official with packages >= senior manager | | | | | | | | |
| Total Senior Managers of the Municipality | 9 | | 5 127 399 | | 120 000 | 729 915 | | 5 977 314 |
| A Heading for Each Entity | 7,8 | | | | | | | |
| List each member of board by designation | | | | | | | | |
| Total for municipal entities | 9 | | | | | | | |
| TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION | 10 | | 10 233 048 | 1 005 131 | 1 923 959 | 729 915 | | 13 892 053 |

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Free State: Setsoto(FS191) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2017

| Disclosure of Salaries, Allowances and Benefits | Ref | Number | Salary | Contributions | Allowances | Performance Bonuses | In-kind Benefits | Total package |
|--|------------|--------|-------------------|---------------|------------------|---------------------|------------------|-------------------|
| Rand per Annum | 10 | | | 1 | | | 2 | 3 |
| Councillors | 4 | | | | | | | |
| Speaker | 5 | | 478 852 | | 176 070 | | | 654 923 |
| Chief Whip | | | 447 395 | | 166 596 | | | 613 991 |
| Executive Mayor | | | 604 682 | | 213 971 | | | 818 653 |
| Deputy Executive Mayor | | | | | | | | |
| Executive Committee | | | 1 956 176 | | 499 787 | | | 2 455 963 |
| Total for all other councillors | | | 4 154 055 | | 2 364 000 | | | 6 518 055 |
| Total Councillors | 9 | | 7 641 160 | | 3 420 423 | | | 11 061 584 |
| Senior Managers of the Municipality | 6 | | | | | | | |
| Municipal Manager (MM) | | | 1 485 895 | 20 764 | 409 010 | 167 542 | | 2 083 211 |
| Chief Finance Officer | | | 1 251 557 | 14 696 | 88 422 | 25 323 | | 1 379 997 |
| Director Corporate Services | | | 1 000 431 | 12 548 | 180 613 | 23 447 | | 1 217 038 |
| Director Engineering Services | | | 1 251 557 | 14 696 | 88 422 | 25 323 | | 1 379 997 |
| Director Public Safety and Social Security | | | 1 080 465 | 13 552 | 207 009 | 25 323 | | 1 326 348 |
| List of each official with packages >= senior manager | | | | | | | | |
| Total Senior Managers of the Municipality | 9 | | 6 069 904 | 76 256 | 973 475 | 266 958 | | 7 386 592 |
| A Heading for Each Entity | 7,8 | | | | | | | |
| List each member of board by designation | | | | | | | | |
| Total for municipal entities | 9 | | | | | | | |
| TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION | 10 | | 13 711 064 | 76 256 | 4 393 898 | 266 958 | | 18 448 176 |

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Free State: Mafube(FS205) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2017

| Disclosure of Salaries, Allowances and Benefits | Ref | Number | Salary | Contributions | Allowances | Performance Bonuses | In-kind Benefits | Total package |
|--|------------|--------|------------------|----------------|------------------|---------------------|------------------|-------------------|
| Rand per Annum | 10 | | | 1 | | | 2 | 3 |
| Councillors | 4 | | | | | | | |
| Speaker | 5 | | 374 733 | 80 160 | 159 619 | | | 614 512 |
| Chief Whip | | | | | | | | |
| Executive Mayor | | | 489 202 | 79 665 | 213 502 | | | 782 369 |
| Deputy Executive Mayor | | | | | | | | |
| Executive Committee | | | 437 698 | 36 728 | 193 061 | | | 667 487 |
| Total for all other councillors | | | 2 025 341 | 292 735 | 1 602 833 | | | 3 920 909 |
| Total Councillors | 9 | | 3 326 974 | 489 288 | 2 169 015 | | | 5 985 277 |
| Senior Managers of the Municipality | 6 | | | | | | | |
| Municipal Manager (MM) | | | 753 898 | 52 738 | 166 135 | | | 972 771 |
| Chief Finance Officer | | | 953 024 | 41 643 | 222 984 | | | 1 217 652 |
| Corporate Services Director | | | 902 082 | 30 952 | 214 244 | | | 1 147 277 |
| Community Services Director | | | 591 994 | 30 530 | 139 286 | | | 761 811 |
| Infrastructure Services Director | | | 249 457 | 24 328 | 185 239 | | | 459 024 |
| List of each official with packages >= senior manager | | | | | | | | |
| Total Senior Managers of the Municipality | 9 | | 3 450 455 | 180 192 | 927 888 | | | 4 558 535 |
| A Heading for Each Entity | 7,8 | | | | | | | |
| List each member of board by designation | | | | | | | | |
| Total for municipal entities | 9 | | | | | | | |
| TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION | 10 | | 6 777 429 | 669 480 | 3 096 903 | | | 10 543 812 |

References

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|--|------------|--------|-------------------|----------------|------------------|---------------------|------------------|-------------------|
| Rand per Annum | 10 | | | 1 | | | 2 | 3 |
| Councillors | 4 | | | | | | | |
| Speaker | 5 | | 668 000 | | 31 000 | | | 699 000 |
| Chief Whip | | | | | | | | |
| Executive Mayor | | | 836 000 | | 31 000 | | | 867 000 |
| Deputy Executive Mayor | | | | | | | | |
| Executive Committee | | | 4 362 000 | | 170 000 | | | 4 532 000 |
| Total for all other councillors | | | 1 347 000 | | 98 000 | | | 1 445 000 |
| Total Councillors | 9 | | 7 213 000 | | 330 000 | | | 7 543 000 |
| Senior Managers of the Municipality | 6 | | | | | | | |
| Municipal Manager (MM) | | | 1 329 000 | 301 000 | 492 000 | 297 000 | | 2 419 000 |
| Chief Finance Officer | | | 1 285 000 | 3 000 | 394 000 | 235 000 | | 1 917 000 |
| Director Corporate Services | | | 963 000 | 54 000 | 289 000 | 182 000 | | 1 488 000 |
| Director Local Economic Development | | | 927 000 | 236 000 | 156 000 | 182 000 | | 1 501 000 |
| Director Environmental Management Services | | | 982 000 | 34 000 | 289 000 | 182 000 | | 1 487 000 |
| List of each official with packages >= senior manager | | | | | | | | |
| Total Senior Managers of the Municipality | 9 | | 5 486 000 | 628 000 | 1 620 000 | 1 078 000 | | 8 812 000 |
| A Heading for Each Entity | 7,8 | | | | | | | |
| List each member of board by designation | | | | | | | | |
| Total for municipal entities | 9 | | | | | | | |
| TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION | 10 | | 12 699 000 | 628 000 | 1 950 000 | 1 078 000 | | 16 355 000 |

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22